

## Brief Course Outline

**Course Title:** Islam in the Workplace

**Course Number and Section**

MOS

2222B 550

**Instructor Name(s):** Shahin Pardhan

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Disclaimer: Information in the brief course outline is subject to change. The syllabus posted on OWL Brightspace is the official and authoritative source of information for the course.

### Course Description:

As Canada's workplace becomes more diverse, the need to build better understanding and bridge differences is essential. This course aims to equip students with an understanding of Islam to foster an inclusive and respectful work environment. Topics include misconceptions, dietary rules, finance, prayer times, holidays, fasting, ethics, etc. Through case studies, and discussions, students will develop strategies for accommodating religious diversity in the evolving Canadian workplace.

While this course focuses on Islam, students will learn concepts that can be applied to other faiths and cultural traditions. Although the emphasis is on the Canadian workplace context, learning outcomes will also be beneficial to students working in global companies with offices worldwide. This course will also include an experiential component with a visit to a mosque or other center of worship for Muslims.

### Learning Outcomes: one outcome per entry

1. Gain a basic understanding of a variety of Islamic beliefs and practices that are relevant to the workplace. Understand the difference between culture and religion for some practices. Examine the meaning of a 'halal' or ethically lawful income for employees.
2. Recognize and challenge common misconceptions about Islam, including the role of women, diversity within the Muslim community, and the impact of ethnic backgrounds. Learn more about Islamophobia and the rise of attacks on Muslims and how this can impact the workplace in the form of mental health and harassment.
3. Understand and navigate for diverse workplace responsibilities embodied Islamic practices, including those related to dress, dietary needs, prayer and the celebration of sacred days. Develop strategies for inclusive scheduling, prayer-friendly spaces, and accommodating religious observances such as holidays and fasting. Explore principles of Islamic investing and finance and their implications for businesses.
4. Learn more about the Canadian and Ontario Human Rights Commission and an employer's duty to accommodate.
5. Examine the business case for inclusion and the importance from both a human resources perspective, and overall financial perspective, of the benefits of having a more inclusive workplace environment.

**Textbooks and Course Materials:**

Reading materials will be provided on OWL at no extra charge to the student.

This course has a field trip with no extra charge to the student.

**Methods of Evaluation: one assignment per entry**

Assignment	Due Date mm/dd/yy	Weight - %
Assignments - Over the course of the term, students will be asked to make short written submissions/responses. This may take the form of a reflection on a reading, a response to a discussion question etc. Submission grades may vary depending on complexity.	Various	30%
Individual in-class participation		20%
Midterm exam	TBD	20%
In-class discussion leaders' assignment	TBD	30%

In solidarity with the Anishinaabe, Haudenosaunee, Lūnaapéewak, and Chonnonton peoples on whose traditional treaty and unceded territories this course is shared.

Wednesday, December 10, 2025

# Huron Brief Course Outline

For Textbooks and Course Materials (below), you are required to include the cost of each textbook or other learning material.

Note whether there are any restrictions that would prevent a student from using a second-hand copy. Here is some suggested text:

- Required textbook: [author, title, edition, publisher, date]. Cost: [insert amount].
  - Or include the weblink of the textbook's publisher site that includes the cost information.
- Students need to purchase this edition. Second-hand or older editions will not be sufficient.
- OR Students are welcome to purchase second-hand or earlier editions of this textbook.
- This course has an optional field trip that costs [insert amount].
- This course has a required field component that costs [insert amount].